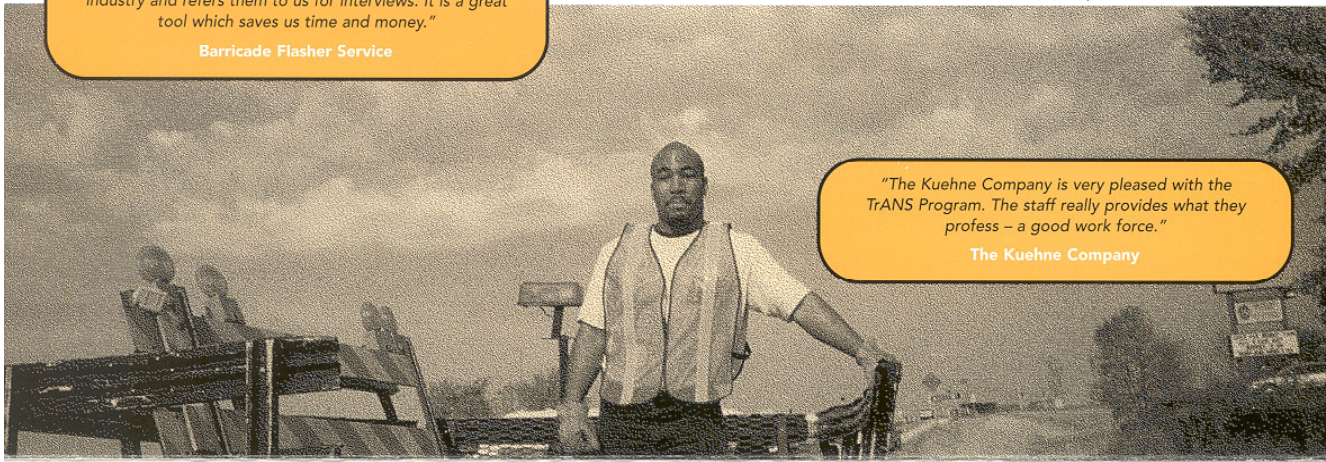


TrANS!

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"The TrANS Program is a great option to finding qualified employees. The TrANS Coordinator takes the time to recruit, screen, and orient women and minorities to our industry and refers them to us for interviews. It is a great tool which saves us time and money."

Barricade Flasher Service



"The Kuehne Company is very pleased with the TrANS Program. The staff really provides what they profess – a good work force."

The Kuehne Company



YWCA of Greater Milwaukee
1915 N. Dr. Martin Luther King, Jr. Drive
Milwaukee, WI 53212



TrANS Means Business – Your Business

- Gain a Recruiting Team
- Save Time and Money
- Improve Employee Retention

What Is TrANS?

TrANS (Transportation Alliance for New Solutions) is a cost-effective money management tool for fulfilling entry-level laborer positions for road construction contractors. Since the implementation of the TrANS Program in 1995, 25 South Eastern Wisconsin contractors and subcontractors have utilized this employee recruitment and retention program.

The TrANS Program is a collaborative effort combining the strengths of industry and labor, community-based organization, government and you, the contractors of S.E. Wisconsin.

"Zenith Tech, Inc., has utilized the TrANS Program since 1995. It is a great resource to contractors for recruiting and screening of an under-utilized labor source."

Zenith Tech, Inc.

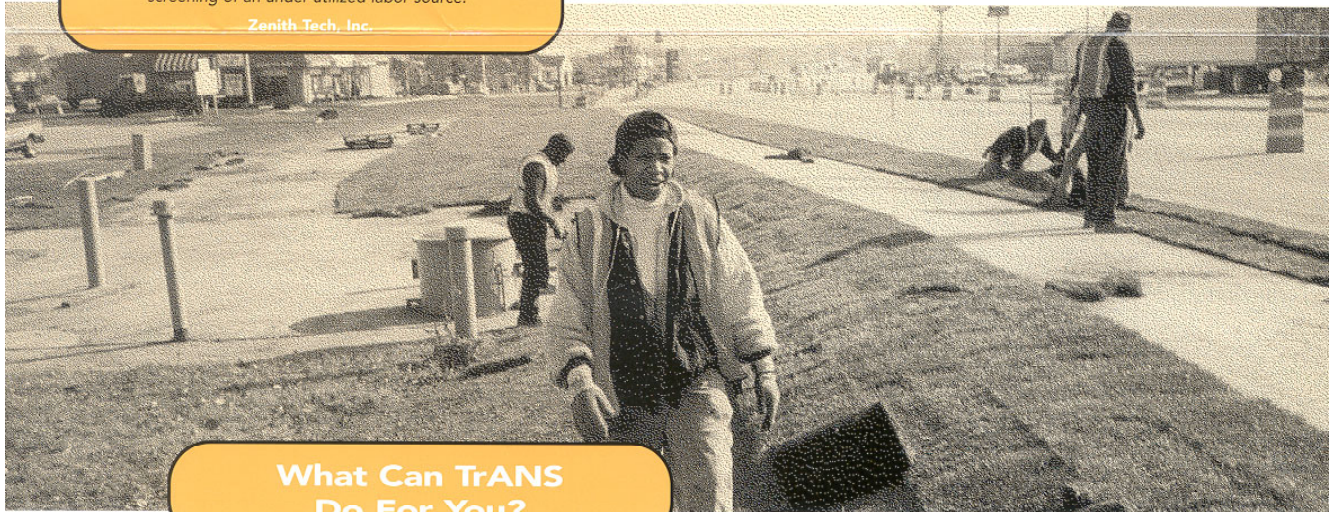
TrANS Offers A Two Week Industry Awareness Class

Participants are prepared:

- Physical conditioning
- Tool identification/usage
- Construction terminology
- Construction math
- Work ethics
- Job site safety issues
- Map reading
- Blue print reading
- Hands on projects
- Industry awareness

"The applicant pre-screening was very valuable... they seem to come in with a respect for the industry and recognized that this is a lot of work."

Traffic Sign and Marking, Inc.



What Can TrANS Do For You?

► Employee Screening Includes...

Orientation and introduction to the industry – Participants learn from trainers and contractors: employer expectations, requirements of a road construction laborer and awareness of industry tools and safety requirements.

Skills and Qualifications Review – Work history and experience are recorded and organized into a portfolio for your interview.

Support system needs are identified – Child care and transportation back-up systems provide solutions to other possible barriers to success.

► Orientation To Your Specific Company

Contractors can provide TrANS Coordinator with supplemental company job specifications. Participants will be familiar with your business before they are sent to you for your personal interview process.

► Job Retention Support Services

A TrANS Coordinator can visit your site at your discretion. We remain active with each participant to assist them in overcoming barriers and obstacles to success.

► Wage Subsidy

- Wisconsin DOT subsidizes wages for anyone put on an ASPI job site
- Job training credits available on all jobs
- Milwaukee Job Center Network offers JTPA subsidy for some participants (up to 50% hourly), or monthly subsidy up to \$400/month per worker
- Multiple subsidies are possible

Who Is TrANS?

TrANS is a partnership project funded in large part by the Wisconsin Department of Transportation in cooperation with stakeholders of:

- Wisconsin Road Builders Association • Labor Unions • NAMC – Wisconsin Chapter • ABC of Wisconsin • Elected officials • Wisconsin Women's Council • Wisconsin Technical College System • Bureau of Apprenticeship Training

The TrANS Program is coordinated by the YWCA of Greater Milwaukee and services are provided to participants through a partnership of:

- YWCA of Greater Milwaukee • Esperanza Unida • Milwaukee Area American Indian Manpower Council • Boys & Girls Club



TrANS Coordinator –YWCA

Phone: (414) 374-4460

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For More Information On Becoming A Participating Contractor Contact: